

## Employee Networking Group

The Work-Life Center provides support for employee network groups (ENGs) to promote cultural awareness at the Laboratory. The office provides advising services and program resources. In partnership with the Employee Networking Groups and various LLNL Directorates, the Work-Life Center sponsors educational programs, speaking engagements, dialogues and cultural celebration surrounding diversity-related topics.

### **ABLE: Association of Black Laboratory Employees**

ABLE is an organization dedicated to pro-actively meet the needs of its members. Our mission is as follows:

- Provide a platform of communication for members to share their experiences and express concerns about issues pertaining to the quality of work life at LLNL.
- Promote excellence in the work force by providing resources that will enable our members to reach their full professional potential.
- Promote communication and collaboration with Laboratory management.
- Contribute to achieving a diverse work force as well as providing data about the social and economic relevancy of maintaining a diverse work force.
- Develop the leadership potential of our members and increase educational opportunities.
- Encourage networking and resource sharing among members.
- Strengthen, expand, and foster community education programs that focus on developing scientific and technical literacy.
- Leverage our resources by collaborating with our counterparts at Sandia National Laboratories and Lawrence Berkeley National Laboratory.
- Promote African Studies among African-Americans at the laboratory.

### **AIAG: American Indian Activity Group**

The purpose of AIAG is to promote awareness and appreciation of Native American culture, to conduct special cultural events within the Laboratory, and to promote higher education in the field of engineering and science for American Indians through the AIAG scholarships. To achieve our goals, AIAG also works with national and local Native American organizations, such as AISES, and other Native American groups throughout the San Francisco Bay Area. AIAG has five officers: chair, deputy chair, treasurer, recording secretary, and corresponding secretary. Membership is open to all Laboratory employees.

### **APAC: Asian Pacific American Council**

APAC was formed as a coalition for Lawrence Livermore's diverse Asian Pacific American (APA) community. Four networking groups operate under this umbrella organization:

- Filipino American Activity Group (FAAG).
- Korean American Activity Group (KAAG).
- Indo-American Activity Group (IAAG).
- Vietnamese American Activity Group (VAAG).

Our mission is to provide leadership for the growth, development, and full participation of APAs in support of the Laboratory's mission. We have been involved in educational, social, cultural awareness, and career development programs both within the Laboratory and externally to schools and the community. The APAC Board is composed of five officers--chair, chair-elect, vice-chair, secretary, and treasurer--two at-large board members elected by the members for a one-year term, and the chair of each networking group. Each year, the chair position is filled by the chair-elect from the previous term.

### **AUHNG: Amigos Unidos Hispanic Networking Group**

The AUHNG promotes the achievement of professional and personal excellence for all Laboratory employees through career development, diversity, and community outreach. We are committed to educating and mentoring Hispanics to meet the challenges and opportunities at Lawrence Livermore. This goal can be accomplished by:

- Developing effective Hispanic leaders at the Laboratory.
- Increasing the representation of Hispanics at all working levels within the Laboratory.
- Developing a networking structure that optimizes the dissemination of information.
- Encouraging Hispanics to pursue careers in mathematics, science, and engineering.

- Promoting continuous career, personal, and interpersonal development.
- Promoting awareness of Hispanic diversity and values.

AUHNG has four officers: chair, co-chair, secretary, and treasurer.

#### **LGBT+ : Lesbian, Gay, Bisexual, and Transgender Association**

The LGBT+ was formed in 1994 to support and act upon issues of interest to lesbian, gay, bisexual, and transgender persons at Lawrence Livermore. As a result, we continually endorse and support the following goals.

- Provide leadership training and guidance for the advancement of lesbian, gay, bisexual, and transgender employees at the Laboratory.
- Ensure equity and fairness to lesbian, gay, bisexual, and transgender employees in all aspects of employment.
- Educate about and bring awareness to lesbian, gay, bisexual, and transgender issues in the workplace.
- Provide a watch-dog effort; i.e., bring attention to areas and issues concerning diversity that have been neglected or overlooked by Laboratory management.
- Provide a resource for Laboratory employees and the community to learn about lesbian, gay, bisexual, and transgender coworkers, family members, and friends through special speakers, meetings, and workshops.
- Collaborate with other employee associations and organizations at the Laboratory to support and promote unified outreach efforts.
- Collaborate with Laboratory managers, LLNL's Diversity Forum, and AHRD's Work-Life Center to address issues of concern for lesbian, gay, bisexual, and transgender employees.
- Provide an organizational structure for networking.
- Provide support for employees, their families and supporters.

As part of our outreach efforts, we maintain a collection of educational and motivational resources that are available to Laboratory employees, managers, and trainers as well as to the community. LGBT+ has four forum leaders, two secretary/treasurers, and two protocol and outreach officers. Our membership is open to all Laboratory employees.

#### **LLAFVA: LLNL Armed Forces Veterans Association**

The Lawrence Livermore Armed Forces Veterans Association (LLAFVA) currently has a Governing Council of seven members. The LLAFVA represents the roughly 800 veterans, active duty and reserve duty personnel working at Lawrence Livermore National Laboratory (LLNL).

- LLAFVA is an organization dedicated to representing all members (veteran, active duty and reserve) of the armed forces at LLNL. We support Veteran's affairs and activities at the Laboratory as well as those outside of the Laboratory and within the various communities we live in.
- LLAFVA realizes that the last four decades have perceived these servicemen and women as somewhat less than soldiers (ie: Korea and Vietnam were known as "conflicts"). America has just begun to recognize these "conflicts" for what they really were – WARS – and to recognize her heroes.
- LLAFVA encourage this recognition. We provide a support group for Veterans at LLNL, promoting fellowship and the commonality (camaraderie) we share with each other.
- LLAFVA promotes the continued recognition of Veterans through the observance of Memorial Day, Veteran's Day, Military Birthdays, Veterans Memorials, and through the James Taylor and the American Veterans Scholarship Funds.

#### **LLLWA: LLNL Women's Association**

LLLWA is an educational discussion and action group concerned with issues of interest to Laboratory employees, with an emphasis on women's issues and interests. Its goals are to:

- Facilitate educational opportunities for all people with emphasis on fulfilling women's needs.
- Emphasize the contributions that women have made to the Laboratory.
- Help further the contributions of women today and tomorrow.
- Collaborate with management to address issues of concern to women.
- Provide an organizational structure for networking.
- Work with others to facilitate diversity in the workplace.

The following committees carry out the goals of LLLWA:

- The Scholarship Committee conducts an annual scholarship program with awards from \$100 to \$425. Scholarships are paid for from LLLWA annual dues and private donations.
- The Women's History Month Committee coordinates and presents activities during March to celebrate and increase awareness of the contributions of women to the Laboratory and elsewhere.
- The Committee for Advancement and Opportunity is taking a multifaceted approach to a broad range of related issues brought forth by the Diversity Action Survey and Women's Technical and Professional Symposium. This work includes activities such as the Volunteer Information Network for Everyone (VINE) Program and salary studies.
- The Take Our Daughters to Work Committee coordinates this national activity at the Laboratory.
- The Job-Sharing Committee facilitates job-sharing at the Laboratory through discussion and networking for women seeking flexible work schedules and job-share opportunities.
- The Membership Committee encourages new employees to join LLLWA through membership drive mailings and activities such as the annual New Members Picnic held in August.
- The Advancement of the Status of Blue-Collar/Crafts Jobs Committee addresses the problems and concerns of women in the trades and blue-collar jobs.

LLLWA has four officers: president, vice president, secretary, and treasurer. LLLWA meetings are held monthly and all employees are welcome to attend.